



County of Los Angeles **CHIEF ADMINISTRATIVE OFFICE**

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DAVID E. JANSSEN
Chief Administrative Officer

March 29, 2005

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

APPROVAL OF COMPENSATION FOR HOSPITAL ADMINISTRATOR CLASSIFICATIONS (ALL DISTRICTS AFFECTED) (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to reflect compensation changes for classified and unclassified positions of Hospital Administrator II.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of this action is to implement the recommendations outlined in the March 18, 2005 report to each Board member pertaining to classified and unclassified positions of Hospital Administrator II. This recommendation will extend the maximum of the pay range to 50 percent above the control point for Range 15 for Hospital Administrator II (UC) and its classified counterpart, Hospital Administrator II. The new maximum of the range will be increased by approximately 25 percent. This parallels the pay policy currently in effect for the Executive Director, LAC/USC Medical Center.

We are also recommending that the maximum of the pay range for the Hospital Administrator II position at King/Drew Medical Center (KDMC) be extended by an additional 10 percent of the control point due to anticipated recruitment difficulty.

In the March 18, 2005 report of this matter, we also indicated we would recommend an additional salary range adjustment for the Executive Director, LAC/USC Medical Center to address any salary compression. We have now determined that this would be more appropriately addressed in a future review of other possible salary compression issues.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Approval of these recommendations will further the County Strategic Plan's Programmatic Goal for Health and Mental Health of implementing a client-centered, information-based health and mental health services delivery system that provides cost-effective and quality services responsible to each community's specific needs.


FISCAL IMPACT/FINANCING

The proposed annual base salary for this position will range from \$106,403 to a maximum of \$199,506 (\$212,806 for KDMC), with actual compensation to be determined at the time of appointment, and/or subsequent movement within the range. Funding is available in the Department's 2004-05 Adopted Budget from anticipated salaries and employee benefits savings from current vacancies.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

This recommendation will permit the Director of Health Services to establish the salary for each incumbent at the time of hire at any amount within the new extended range, and permit your Board or the Chief Administrative Officer to make adjustments subsequent to the point of hire, and authorize the additional 10 percent for the recruitment of the KDMC position.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
WGL:PG:df

c: County Counsel
Executive Officer, Board of Supervisor
Auditor-Controller

ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County

Code by:

- Adding additional information concerning the compensation of four classifications.

RAYMOND G. FORTNER, JR.
County Counsel

By 
LESTER J. TOLNAI
Principal Deputy County Counsel
Management Services

LJT:mag
Requested 03/15/05
Revised 03/22/05

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code, by amending additional information concerning the compensation of four classifications.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.78.350 is hereby amended to add Subsection S to read as follows:

6.78.350. Additional Information.

...

S. Compensation of Hospital Administrator II (Item No. 8083) and Hospital Administrator II (UC) (Item No. 8084). Notwithstanding any other provision of this Code, the Director of Health Services, for recruitment and retention purposes, may establish the compensation of a Hospital Administrator II (UC) (Item No. 8084), at the time of initial appointment at any rate up to 50 percent above the Control Point for Range 15 of the Management Appraisal and Performance Plan Salary Structure Tables set forth in Section 6.26.040. By specific action, the board of supervisors or the chief administrative officer may provide for Salary placement of a person employed as a Hospital Administrator II (Item No. 8083) or Hospital Administrator II (UC) (Item No. 8084) at any rate up to 50 percent above the Control Point for said Range 15 of the Management Appraisal and Performance Plan Salary Structure Tables. Notwithstanding any other provision of Part 3, Chapter 6.08 of this Code, the Hospital Administrator II (Item No. 8083) and Hospital Administrator II (UC) (Item No. 8084) may

receive Management Salary Adjustments, or other salary adjustments, as may be approved by the board of supervisors for Management Appraisal and Performance Plan participants. A person assigned to the position of Hospital Administrator II (UC) (Item No. 8084) at Martin Luther King, Jr./Charles R. Drew Medical Center shall be eligible to receive additional compensation, in addition to that set forth above in this subsection S, of up to 10% of the Control Point for Range 15 by specific action of the board of supervisors or the chief administrative officer.

The rate or rates established by this subsection S shall constitute a base rate.

SECTION 2. Pursuant to Government Code Section 25123 (e), this ordinance shall take effect immediately.

[678350PGLTCC]